



REPLY TO  
ATTENTION OF:

**DEPARTMENT OF THE ARMY  
DEFENSE LANGUAGE INSTITUTE FOREIGN LANGUAGE CENTER  
AND PRESIDIO OF MONTEREY  
PRESIDIO OF MONTEREY, CA 93944-5006**

26 JAN 2004

ATZP-CDR

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Command Policy on Equal Opportunity


Reference: AR 600-20, Army Command Policy, dated 13 May 2002.

2. Purpose: To set forth guidelines on the Equal Opportunity (EO) Program at this installation.
3. Applicability: All military personnel, faculty, staff and students assigned or attached to the Defense Language Institute Foreign Language Center and Presidio of Monterey (DLIFLC & POM).
4. Proponent: The proponent for this policy is the Equal Opportunity Advisor's Office, ATZP-EOA, at extension 5442. This policy supersedes the previous policy dated 2 Jul 01.
5. The Department of Defense (DoD) continues to serve as the nation's leader in equal opportunity. This success comes from total commitment to the ideals upon which our country was founded. We must maintain our strong lead ensuring equal opportunity for everyone by fully supporting the DoD's Human Goals and Policies.
6. The EO program is a responsibility of leadership and a function of command. All services must provide equal opportunity and fair treatment for military personnel, family members and DoD civilians without regard to race, color, gender, religion or national origin and provide an environment free of unlawful discrimination and offensive behavior. Leaders at all levels must enforce these standards. I am the Installation Equal Opportunity Officer.
7. The EO program for military personnel and the Equal Employment Opportunity (EEO) program for civilian personnel share the same foundations in similar goals and objectives. However, their practice and execution are considerably different. Separate laws and/or regulatory guidance and policy guide each program. The EO program implements laws and Army policy concerning military personnel. The EEO program, which is covered by the Command Policy on Equal Employment Opportunity, implements laws that address employment issues for civilian employees, former employees and applicants for employment.
8. Military personnel who believe they have been subjected to unlawful discrimination, which may also include sexual harassment, should avail themselves of the remedies provided by the Command Policy on Equal Opportunity (EO) Complaint Processing. Commanders, managers, and leaders will ensure that anyone filing a complaint alleging unlawful discrimination will be

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protected from acts or threats of reprisal and retaliation. Civilian personnel who believe they have been subjected to unlawful discrimination, which may include sexual harassment, should normally avail themselves of the remedies available through the DLIFLC & POM EEO office. All members of this command, both military and civilian, are required to support and implement both the EO and EEO program. Unlawful discrimination by any military or civilian member of this command renders that individual liable for administrative or punitive disciplinary action.

9. We all share the responsibility to ensure fair treatment of every member of this command. I expect everyone to take personal responsibility for creating and sustaining a positive environment based on mutual respect and geared toward mission accomplishment. A total commitment to equal opportunity programs is essential to maintaining a quality force—not just because it is policy, but also because it is the right thing to do.



MICHAEL R. SIMONE  
COL, FA  
Commanding

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